St Edmundsbury and Ipswich
Diocesan Multi Academy Trust

GUIDANCE NOTES TO ACCOMPANY APPLICATION FORM FOR A HEADSHIP OR A TEACHING POST

1. COMPLETING THE APPLICATION FORM

a) **ALL SECTIONS OF THE APPLICATION FORM MUST BE COMPLETED**. Please note that a separate curriculum vitae is not regarded as an adequate alternative to full completion of the application form and the provision of a relevant supporting letter.

b) In addition to these guidance notes, please read carefully the notes you will find at the various sections on the application form.

c) If you would like the application form in another format because you have a disability (e.g. Braille or electronically) please contact us.

d) We will accept applications in other formats e.g. audiotape, if you have difficulty in completing the form because of a disability or learning difficulty.

e) Read the job description, person specification and any other documentation you have been sent before completing the form. Tailor your responses to the post for which you are applying.

f) We will use the information you supply to assess how well you meet the selection criteria, as set down in the person specification. Make sure you include evidence relating to all the essential and desirable criteria that apply to you.

g) Include experience and achievements from any sphere of your life. You could include evidence of knowledge and skills gained through voluntary work, involvement in community activities, managing a home and family, school/college and special interests as well as previous paid employment. Tell us about any unpaid work you do or any position of responsibility you hold, for example in a club or organisation. If you have special areas of teaching / educational interest, please give details as part of your application.

h) Complete all the sections where questions are asked. You may complete the form by hand (in **black ink** please to assist photocopying) or by typing your responses in. Include extra sheets if there is not enough room in the spaces provided and ensure that each additional sheet, including curriculum vitae, has your National Insurance number and the post for which you are applying clearly marked at the top.

2. EQUAL OPPORTUNITIES

a) We value the diversity of the people in our workforce and aim to offer full equality of opportunity. We recognise that people can face disadvantage and discrimination in employment and are therefore committed to the development and implementation of policies to counteract inequality.

b) Employees and prospective employees will not be unfairly discriminated against on grounds of disability, gender, race, colour, ethnic origin, religion, belief, culture, nationality, national origin, age, sexual orientation or trade union membership / non-membership. This list is not exhaustive and there are other forms of discrimination which will not be tolerated.

c) Where an employee may be disadvantaged on these grounds, we will make every reasonable effort to rectify such disadvantage(s). Employment terms and conditions and decisions on recruitment, selection, training promotion and dismissal will be made solely on the basis of objective criteria.

d) Our aim is for our workforce to reflect the diversity of the population in our area and we will achieve this by taking positive steps.

e) Equal Opportunities survey form

Attached to the back of the application form is the Equal Opportunities survey form. We use this information to monitor our recruitment and selection practices and our workforce to see how well our workforce represents the communities that we serve. We also require this information from internal candidates to obtain a true picture of our workforce profile. Please complete the form and return it with your application. This part of your application form will be detached before your application is considered against the selection criteria for the post.

f) Job Sharing

We will consider applications for job sharing for all full time posts unless this is not practicable in the circumstances that apply. You do not need a job share partner in order to apply to job share.

g) Disability / Health

If you have indicated that you have a disability or long term medical condition and provide evidence that you meet all the essential criteria on the person specification (with any reasonable adjustments), you will normally be offered an interview as part of our commitment to the employment of people with disabilities.

Please tell us about any reasonable adjustments that would help you apply for this post, for example if you would have difficulty lifting heavy objects where the job could require this. The school may be able to make alternative arrangements but this cannot be guaranteed. We may also be able to provide sign language interpreters, time off for treatment, rest breaks during the day, special equipment, workplace adaptations etc.

All employees are required to complete either a health/disability declaration and/or a medical questionnaire after a conditional offer of employment has been made, depending on the nature of the work. Some employees, especially those who handle food or who work with vulnerable groups such as children, may also be required to attend a medical examination.

h) Definition of disability

The Equality Act 2010 defines a person as having a disability if she/he has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on his/her ability to do normal daily activities.

This includes impairments, lasting or likely to last at least 12 months, or likely to recur, to one of the following:

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to carry, lift or otherwise move everyday objects
- Speech, hearing or sight (not where sight is corrected by wearing spectacles or contact lenses)memory or ability to concentrate, learn or understand
- Perception of risk or danger

The term impairment includes progressive and long term conditions such as diabetes, epilepsy and cancer.

We will make reasonable adjustments to the recruitment and selection process and to the post for successful candidates where the need for these is made known by the applicant / employee.

3. PRESENT POST

a) **Status**
Candidates should ensure that they have indicated clearly their teaching status, as this has an effect on the level of salary paid.

Where the criteria for the post include qualified teacher status, applicants whose qualifications were obtained abroad must provide written evidence from the Teaching Agency (England) that their qualified status is valid in England and Wales. The possession of a Teacher reference number does not automatically indicate qualified status.

b) **Salary**
It is most important to include details of the composition of your present salary in Section 3.

4. REFERENCES

a) **Applicants for Headship**
The first referee should be your present (or most recent) employer. For applicants currently working or previously employed as a Headteacher in a local authority maintained school, this would normally be the Director, Assistant Director or other senior officer within Children and Young People's Services, as appropriate. Your second referee should be the Chair of Governors for your present (or most recent) employer. If you currently work at an academy school or a free school, your referee should be at a broadly equivalent level within the organisation/trust/board.

For applicants currently working or previously employed as a Deputy/Assistant Headteacher your first referee should be your present (or most recent) Headteacher. Your second referee should be the Headteacher from your previous school (if this employment was within the last five years) or a relevant independent educational referee.

As necessary, further referees should be provided to cover the last five years of employment.

b) **Applicants for other leadership or teaching posts**
The first referee should be your present (or most recent) employer. For applicants currently working or previously employed in a school, this will normally be the Headteacher or Principal. The second referee should be another person who is familiar with your professional work. As necessary, further referees should be provided to cover the last five years of employment.

c) The school reserves the right to approach any previous employer during the previous five year period for a reference and may specifically ask for details of any disciplinary / conduct records.

5. ONLINE CHECKS

The school reserves the right to undertake an online search check for all shortlisted applicants.

6. HEALTH

The school reserves the right in appropriate circumstances to require applicants to produce a certificate of fitness from an approved medical practitioner after a conditional offer of employment has been made.

7. POLICE AND CRIMINAL RECORD

Rehabilitation of Offenders Act, 1974 (Exceptions Order, 1975)

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the Exceptions Order 1975 (2020, 2013 & 2023) provide that certain

spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or see here.
https://www.gov.uk/government/publications/dbs-filtering-guidance

Shortlisted candidates will be asked to declare details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

You are not required to declare anything as part of your application, only if you are shortlisted.

A criminal records disclosure form will be sent to all shortlisted candidates which they will be asked to complete and return to the school prior to the interview taking place.

In addition, the school, on Home Office advice, will require the successful candidate to agree to an enhanced Disclosure & Barring Service (DBS) check for convictions which may or may not be relevant to the appointment. A separate authorisation form will need to be completed after the interview and you will be required to bring in your DBS certificate for inspection by the school, as soon as you receive it, in order to verify its authenticity and record the certificate's number on the school's Single Central Record.

Similarly, if you already have a current DBS enhanced disclosure certificate you will be required to produce your original certificate for inspection by the school, either at interview or prior to commencement of your employment.

If you subscribe to the DBS Update Service you will be requested to give permission for the school to go online to carry out a check to find out if the information released on the DBS certificate is current and up-to-date.

If you do not subscribe to the DBS Update Service you will be required to apply for a new DBS enhanced disclosure, unless you are moving directly from a Suffolk LA maintained school, academy or free school with a break in service of less than three months.